

Exhibit 300: Capital Asset Summary

Part I: Summary Information And Justification (All Capital Assets)

Section A: Overview & Summary Information

Date Investment First Submitted: 2010-09-01
Date of Last Change to Activities: 2012-08-20
Investment Auto Submission Date: 2012-02-28
Date of Last Investment Detail Update: 2011-09-22
Date of Last Exhibit 300A Update: 2012-06-29
Date of Last Revision: 2012-08-20

Agency: 006 - Department of Commerce **Bureau:** 05 - Departmental Management

Investment Part Code: 01

Investment Category: 24 - E-Gov & LoB initiatives

1. Name of this Investment: OS OHRM Human Resource Management System (HRMS)

2. Unique Investment Identifier (Ull): 006-999994060

Section B: Investment Detail

- Provide a brief summary of the investment, including a brief description of the related benefit to the mission delivery and management support areas, and the primary beneficiary(ies) of the investment. Include an explanation of any dependencies between this investment and other investments.**

The Department of Commerce (DOC) Human Resources (HR) community is seeking funding to implement an HR Management System (HRMS) that complies with the Human Resources Line of Business (HRLoB) blueprint developed by the Office of Personnel Management (OPM). The vision of the HRMS coincides with that of the HRLoB and is to provide an Agency-wide, modern, cost-effective, standardized, and interoperable HR solution that delivers common, core functionality to support the strategic management of human capital and addresses the manual and inefficient processing of HR transactions across the Agency. The HRMS system will be deployed using an OPM certified HRLoB Shared Solution Center (SSC) and will be deployed in a phased approach to address the functions defined within the Human Resources Management segment within the DOC segment architecture. A modern HRMS will significantly streamline the processing of HR transactions, provide much needed visibility into and accessibility to HR data, and convert the data to knowledge that will support the DOC administration's goal for Human Capital strategic planning. The selected solution will support integration with and/or ease of migration from existing HR core systems (e.g., WebTA, NFC Payroll, Commerce Learning Center). A web-based HRMS will provide self-service functionality that enables managers and employees to easily manage personnel information and make strategic decisions while reengineering the core personnel processes provided by HR professionals. Self-service functionality will dramatically transform and

streamline how DOC employees, managers and HR staff perform their work resulting in increase efficiencies and effectiveness that translates to greater productivity. This self-service functionality will significantly expand the availability of real-time information to support strategic planning, workforce planning and related executive decision-making and planning activities. This investment directly supports the following management support functions: Benefits Management Compensation Management Employee Relations Human Resources Development Human Resources Strategy Labor Relations Organization and Position Management Performance Management Separation Management Staff Acquisition.

2. How does this investment close in part or in whole any identified performance gap in support of the mission delivery and management support areas? Include an assessment of the program impact if this investment isn't fully funded.

The provision of HR services at the Agency is primarily a manual effort with limited automation. The current HR system of record, known as the NFC Personnel/Payroll System (PPS), provides limited functionality that minimally supports two HR processes (personnel action and payroll processing) and limited reporting. Additionally, the Agency has standardized on the use of the following systems: WebTA time and attendance Monster Government Solutions - recruiting Learn.com learning management In addition to these systems, the bureaus/offices have implemented a number of cuff systems to address the lack of HR process automation. The proliferation of cuff systems has created an environment of increased complexity, process inefficiencies and security/privacy risk. The deficiencies inherent in the current environment and negative operational impacts that will be addressed by this investment include: Limited validation functionality that leads to inability to trap processing errors prior to processing through the payroll interface resulting in re-work, additional labor costs, inaccurate payments, etc. Manually intensive and non-standardized HR processes across the enterprise that result in inefficient and ineffective processing, increased labor costs and reduced data confidence. Labor intensive interaction with current HR system of record that provides limited functionality, is not user friendly and is difficult to navigate. Increased complexity and cost related to the development and maintenance of large number of cuff systems to substitute for lack of HR process automation. Excessive labor costs given lack of a paperless workflow (end-to-end) process and duplication of effort. Prolonged staff acquisition cycles that negatively impact mission operations and business and administrative support requirements. Significant increase in risk of privacy breaches given paper transfer of PII in order to process HR actions. Lack of visibility in to real-time, multi-pay period HR data and metrics to support workforce analysis, employee trend analysis, strategic planning, HR organization assessment and performance improvement. This investment is critical to address the manually intensive HR processes across the enterprise that result in increased costs, increased risk of loss of privacy data, inefficient HR management and lack of visibility in HR data and metrics to support human capital planning.

3. Provide a list of this investment's accomplishments in the prior year (PY), including projects or useful components/project segments completed, new functionality added, or operational efficiency achieved.

October, 2010 - Demo of HR LOB SSC technology solutions November, 2010 - Budget briefings to CFO Council, Principal Human Resources Managers (PHRM) and Commerce Deputy Secretary December, 2010 - Briefing to Census, demo of Treasury HR Connect

Workforce Analytics capability January, 2011 - Issued Risk Management Plan v1.1 and Project Charter, identified integrated project management team (IPT), established a MAX collaboration site, defined project governance structure February, 2011 - Completed Census fit-gap analysis March, 2011 - Finalized Census fit-gap analysis recommendations April, 2011 - Presented Census fit-gap analysis results/recommendations to the PHRM May, 2011 - Briefed CIO Council on in project HRMS Connectivity Alternatives Analysis June, 2011 - Initiated connectivity alternatives analysis July, 2011 - Submitted Exception Business Case requesting selection of Treasury HR Connect to OPM and OMB, completed fit-gap analysis for DOCHROC, ITA/CS/FS and OIG.

4. Provide a list of planned accomplishments for current year (CY) and budget year (BY).

Prior Year (In Process) August, 2011 - Complete USPTO fit-gap analysis, obtain OPM/OMB approval of exception business case to migrate to Treasury HR Connect (received 9/1/2011), brief CIO Council on completed Connective Alternatives Analysis and recommendation(s) September, 2011 - Establish connectivity to HR Connect backbone Current Year December, 2011 - Complete Census Decennial readiness assessment, complete Workforce Analytics deployment and training March, 2012 - Establish operational support capability April, 2012 - Complete NIST readiness assessment May, 2012 - Complete Census migration to HR Connect July, 2012 - Complete Census Decennial fit-gap analysis September, 2012 - Completed NIST fit-gap analysis, make go/no-go decision on Census Decennial migration Budget Year October, 2012 - Complete DOCHROC, ITA/CS/FS, OIG and USPTO migration to HR Connect December, 2012 - Complete NOAA readiness assessment July, 2012 - Complete NOAA fit-gap analysis August, 2012 - Complete NIST migration to HR Connect September, 2012 - Complete Census Decennial migration to HR Connect.

5. Provide the date of the Charter establishing the required Integrated Program Team (IPT) for this investment. An IPT must always include, but is not limited to: a qualified fully-dedicated IT program manager, a contract specialist, an information technology specialist, a security specialist and a business process owner before OMB will approve this program investment budget. IT Program Manager, Business Process Owner and Contract Specialist must be Government Employees.

2011-01-11

Section C: Summary of Funding (Budget Authority for Capital Assets)

1.

Table I.C.1 Summary of Funding

	PY-1 & Prior	PY 2011	CY 2012	BY 2013
Planning Costs:	\$0.0	\$0.0	\$0.0	\$0.0
DME (Excluding Planning) Costs:	\$0.0	\$0.6	\$9.1	\$5.3
DME (Including Planning) Govt. FTEs:	\$0.0	\$0.1	\$0.2	\$0.2
Sub-Total DME (Including Govt. FTE):	0	\$0.7	\$9.3	\$5.5
O & M Costs:	\$0.0	\$0.0	\$1.2	\$4.7
O & M Govt. FTEs:	\$0.0	\$0.0	\$0.3	\$0.5
Sub-Total O & M Costs (Including Govt. FTE):	0	0	\$1.5	\$5.2
Total Cost (Including Govt. FTE):	0	\$0.7	\$10.8	\$10.7
Total Govt. FTE costs:	0	\$0.1	\$0.5	\$0.7
# of FTE rep by costs:	0	1	3	4
Total change from prior year final President's Budget (\$)		\$0.7	\$6.1	
Total change from prior year final President's Budget (%)		0.00%	127.20%	

2. If the funding levels have changed from the FY 2012 President's Budget request for PY or CY, briefly explain those changes:

Subsequent to the FY 2012 President's Budget request the schedule was modified to accelerate migration of Census to Treasury HR Connect. This schedule change results in a budget change (shifting of costs from FY12/13 to FY11/12).

Section D: Acquisition/Contract Strategy (All Capital Assets)

Table I.D.1 Contracts and Acquisition Strategy

Contract Type	EVM Required	Contracting Agency ID	Procurement Instrument Identifier (PIID)	Indefinite Delivery Vehicle (IDV) Reference ID	IDV Agency ID	Solicitation ID	Ultimate Contract Value (\$M)	Type	PBSA ?	Effective Date	Actual or Expected End Date
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NONE

2. If earned value is not required or will not be a contract requirement for any of the contracts or task orders above, explain why:

Treasury is not required to perform EVM calculations as part of the IAA. Treasury is required to provide the cost, schedule and estimate to complete data that supports DOCs performance of earned value management for the entire effort.

Exhibit 300B: Performance Measurement Report

Section A: General Information

Date of Last Change to Activities: 2012-08-20

Section B: Project Execution Data

Table II.B.1 Projects

Project ID	Project Name	Project Description	Project Start Date	Project Completion Date	Project Lifecycle Cost (\$M)
0406D11001	HRMS Program Office	Program/project management support and oversight for all planned activities.			
0406D11002	Workforce Analytics (WA) Deployment	Deploy Treasury Workforce Analytics to DOC FOCUS users.			
0406D12003	Census Migration	Completion of all activities to migrate Census to Treasury HR Connect.			
0406D12004	DOCHROC, USPTO, ITA/FS/CS Migration	Completion of all activities to migrate DOCHROC, USPTO, ITA/FS/CS to Treasury HR Connect.			
0406D13005	Census Decennial Migration	Completion of all activities to reach go/no decision to migrate Census Decennial to Treasury HR Connect and subsequent migration (if applicable).			
0406D13006	NIST, OIG Migration	Completion of all activities to migrate NIST and OIG to Treasury HR Connect.			
0406O12008	Operations and Maintenance	DOC operations center support, license maintenance and system per seat costs.			

Activity Summary

Roll-up of Information Provided in Lowest Level Child Activities

Project ID	Name	Total Cost of Project Activities (\$M)	End Point Schedule Variance (in days)	End Point Schedule Variance (%)	Cost Variance (\$M)	Cost Variance (%)	Total Planned Cost (\$M)	Count of Activities
0406D11001	HRMS Program Office							
0406D11002	Workforce Analytics (WA) Deployment							
0406D12003	Census Migration							
0406D12004	DOCHROC, USPTO, ITA/FS/CS Migration							
0406D13005	Census Decennial Migration							
0406D13006	NIST, OIG Migration							
0406O12008	Operations and Maintenance							

Key Deliverables

Project Name	Activity Name	Description	Planned Completion Date	Projected Completion Date	Actual Completion Date	Duration (in days)	Schedule Variance (in days)	Schedule Variance (%)
0406D12003	Census Fit-Gap Analysis	Completion of business process analysis sessions and preparation of Census fit-gap report.	2011-09-30	2011-09-30	2011-09-30	221	0	0.00%
0406D12004	DOCHROC, et al Fit-Gap Analysis	Completion of business process analysis sessions and preparation of DOCHROC, OIG, USPTO, ITA/CS/FS fit-gap report.	2011-12-19	2011-12-19	2011-12-19	174	0	0.00%
0406D12003	Census Planning and Analysis	Planning and analysis to support the Census migration.	2011-12-30	2011-12-30	2011-12-30	88	0	0.00%
0406D11002	WA Connectivity	Establish connectivity between DOC HCHB	2012-01-31	2012-01-31		123	-213	-173.17%

Key Deliverables

Project Name	Activity Name	Description	Planned Completion Date	Projected Completion Date	Actual Completion Date	Duration (in days)	Schedule Variance (in days)	Schedule Variance (%)
0406D11001	FY2012 Program Management (2nd Half of FY)	and Treasury HR Connect backbone. Program support and oversight.	2012-09-30	2012-09-30		182	0	0.00%

Section C: Operational Data

Table II.C.1 Performance Metrics

Metric Description	Unit of Measure	FEA Performance Measurement Category Mapping	Measurement Condition	Baseline	Target for PY	Actual for PY	Target for CY	Reporting Frequency
Self-service personnel transactions initiated as a % of total personnel transactions available through self-service	Percent	Customer Results - Service Accessibility	Over target	25.000000	0.000000	0.000000	0.000000	Quarterly
Percentage of personnel transactions completed within appropriate time frame (time frame is dependent on type of action)	Percent	Mission and Business Results - Management of Government Resources	Over target	70.000000	0.000000	0.000000	0.000000	Quarterly
Percentage of retroactive payroll adjustments as compared to total number of payroll transactions	Percent	Process and Activities - Productivity	Over target	25.000000	0.000000	0.000000	0.000000	Quarterly
Percentage of permanent employees given electronic access to HR self-service functionality	Percent	Technology - Effectiveness	Over target	0.000000	0.000000	0.000000	0.000000	Quarterly
The number of Tier 2 Operation Support Help Desk tickets received and responded to within 4 business hours as a percent of total Tier 2 support tickets received.	Percent	Process and Activities - Productivity	Over target	85.000000	0.000000	0.000000	0.000000	Monthly